**Name - \_Angie Radloff \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Identify key questions you might use in your coaching conversation.*

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| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Type of Coaching Conversation * Directive/ Instructional * Collaborative * Facilitative/ Supportive | * Which type of Coaching Conversation is being planned?   Directive/Instructional |
| * Purpose of the Coaching Conversation | * Determine changes in school calendar due to numerous snow days. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * . What open dates are left in the school calendar? * What non-student dates are left in the school calendar? * What have other districts decided to do? |
| * *Reflective Questions* * The “what about the what” * Emotional | * How do students (& their families) feel about attending school through mid-June? * Are there staff/families that have made vacation plans over Spring (Easter) Break? Start of June? * We have set the calendar to match Atlantic CSD because of high school courses, should that come into play? |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * What will be the worse-case scenario if split PD days into ½ student and ½ professional development? Gave up Good Friday or the following Monday? Both? * What are the pro’s and con’s of following the ACSD calendar? |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * Do you feel it is better to follow the ACSD calendar or develop an independent calendar? |
| * *Based on the Decision, what are the responsibilities of the administrator?*   *This area will be completed after the conversation – to summarize the “next steps” of the administrator.* | Notify the school board of the decision. From there, notify staff, students, parents and community |
| * *Based on the Decision, what are my responsibilities?*   *This area will be completed after the conversation – to summarize the “next steps” and responsibilities of the coach.* | * Answer questions that will arise once the decision has been communicated. * Support the decision via written and verbal communication. |

**Reflection on the Coaching Conversation**

**Name:** *Angie Radloff*

**Date:** *January 22, 2010*

**Type of Coaching Conversation:** Directive/Supportive

**Reflect on the coaching conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

Planning the conversation provided confidence in what I wanted to accomplish; talk less and allow the superintendent to make a decision.

**What was most challenging for you during the conversation? Most pleasing?**

It was very challenging to stay the course and assist the superintendent in thinking through probable next steps of each possible decision. This resulted in the superintendent taking the time needed to think through each outcome and make a decision based on those possible outcomes instead of making a snap decision and waffling/ riding the fence.

I was pleased with the quality of the conversation we had. Too often communication is superficial and full of delegation.

**What might be some things you would do differently/the same in your next conversation?**

I will definitely continue to plan conversations using at least one question from each of the ORID sections.

**What techniques will you specifically address in your next coaching conversation?**

Offering choices seemed to work very well, so I will definitely keep that in mind.